

# Certified School Nurse (CSN)

## DOMAIN ONE Certified School Nurse (CSN)

PLANNING AND PREPARATION	Distinguished	Proficient	Basic	Unsatisfactory
<b>Knowledge of the Discipline</b>	Certified School Nurse (CSN) displays extensive knowledge of nursing theory and practice as well as typical student development and remains current in that knowledge.	CSN displays solid knowledge of the discipline, content, methodology, and the characteristics of the learner and remains current in that knowledge.	CSN displays basic knowledge of nursing theory and practice as well as typical student development and makes efforts to remain current in that knowledge.	CSN displays limited knowledge of nursing theory and practice as well as typical student development and does not remain current in that knowledge.
<b>Goals</b>	Develops clear goals that are aligned with district policies and procedures and nursing theory.  Consistently assesses and adjusts these goals based on desired outcomes for all students.	Develops goals that are aligned with district policies and procedures and nursing theory.  Assesses accomplishment of goals and makes adjustments based on desired outcomes for most students.	Generally develops goals that are aligned with district policies and procedures and nursing theory.  Selectively assesses and adjusts these goals based on desired student outcomes.	Fails to develop goals or develops goals that are unclear or unrelated to district policies and procedures and nursing theory.  Rarely assesses and adjusts goals to meet desired student outcomes.
<b>Assessment</b>	Works cooperatively with others to assess students' health needs for the school and district on an on-going basis.	Assesses students' health needs for the school and district.	Works selectively to assess students' health needs for the school and district.	Fails to accurately assess the students' health needs for the school and district.
<b>Planning</b>	Consistently assists in developing plans that address health care deficits that are aligned with state nursing standards and district guidelines. Leader in determining who will be responsible for implementing and understanding plans, making adjustments as needed.	Assists in developing plans that address health care deficits that are aligned with state nursing standards and district guidelines.  Takes active role in determining who will be responsible for implementing and understanding plans.	Selectively assists in developing plans to address health care deficits that are aligned with state nursing standards and district guidelines. Assists in determining who will be responsible for implementation.	Makes limited attempts to develop plans to address health care deficits in the district.  Makes limited attempts to help to determine who will be responsible to implement.
<b>Resources</b>	Fully aware of district and community resources and regularly seeks out and adapts materials to enhance student performance.	Aware of district and community resources, and adapts material to support student performance.	Aware of district resources and adapts materials to support student performance.	Unaware or has limited knowledge of district and community resources. Fails to adequately adapt materials to support student performance.

## DOMAIN TWO

NURSING SKILLS	Distinguished	Proficient	Basic	Unsatisfactory
<b>Nursing Services</b>				
<b>Assessment, Planning and Communication</b>	CSN accurately assesses health information, and a well-laid plan of action (either formal or informal) is developed. Communication is shared only with staff that has a legitimate educational interest (Family Education Rights Protection Act).	CSN adequately assesses health information and develops appropriate plans to address deficiencies. Communication is shared on a need-to-know basis.	CSN generally assesses health information and makes plans to address deficiencies.  Communication is typically shared on a need-to-know basis.	CSN does not accurately assess health information, plans are not formulated or communication is not complete.
<b>Nursing Skills</b>	Collaborates with staff to develop and implement the Health Care Plan (HCP).  Continually evaluates and adjusts plan with input from all involved staff.	Takes ownership of the HCP by either implementing it herself and/or training others to implement in her absence. Effectiveness of plan is continually evaluated and adjusted.	Implements the HCP herself and/or trains others to implement in her absence.  The effectiveness of the plan is evaluated and updated.	Lacks leadership in addressing who will implement HCP. Health care needs go unaddressed.
<b>Nursing Services</b>	Develops counseling and proactive health intervention strategies for students, problem-solves with families and offers consultation for health-related concerns for staff.	Provides counseling and proactive health intervention strategies for students, families, and school staff.	Upon request, offers counseling and health intervention strategies for students, families and school staff.	Rarely offers appropriate counseling to students, families or staff.
	Assists in reviewing and developing district policy and procedure in administering medications and treatments.	Consistently and accurately adheres to district policy and procedure in administering medications and treatments.	Adheres to district policy and procedure in the administration of medications and treatments.	Disregards district policy when distributing medications and/or providing treatments.
	Conducts screenings and makes timely referrals for remediation of deficiencies. Resources for remediation are recommended. Works with district personnel to evaluate and improve screening and referral procedures.	Conducts screenings and makes timely referrals for remediation of deficiencies. Recommends resources for remediation.	Screens appropriately and refers for remediation of deficiencies.  Provides resources if asked.	Frequently does not complete screenings and referrals in a timely manner.  Rarely connects referrals with resources.
<b>Crisis Intervention</b>	Calmly and appropriately triages and responds to crises as they occur. Evaluates incident afterwards and makes suggestions for change if needed.	Calmly and appropriately triages and responds to crises as they occur	Appropriately triages and responds to crises as they occur.	Does not respond appropriately to crises.
<b>Classroom/Small Group Teaching</b>				
<b>Concept Development</b>	Ensures that lesson presentation supports student understanding of concepts, relationships and skills. Uses a variety of strategies and attends to the needs of all learners.	Presents lessons that are designed to support student understanding of concepts, relationships and skills. Uses a variety of strategies related to learner diversity.	Lesson are organized and structured to promote students' understanding of concepts, relationships, or skills. Considers learner diversity.	Presents unstructured lessons or fails to promote students' understanding of concepts, relationships, or skills. Does not consider learner diversity.
<b>Activities and Projects</b>	Ensures that all students are appropriately engaged in activities and explorations that lead to new learning. Accommodates information to match student ability.	Students are appropriately engaged in activities and explorations that are suited to their needs and abilities. Generally, activities are adjusted to match student needs.	Works so that students are engaged in appropriate activities and explorations.  Activities are adjusted to match some students' needs.	Fails to appropriately engage students; activities or explorations are inappropriate for students in terms of age, background or readiness.

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## DOMAIN THREE

HEALTH PROMOTION ENVIRONMENT	Distinguished	Proficient	Basic	Unsatisfactory
<b>Program Management</b>	The Certified School Nurse (CSN) takes ownership of the total school health program by developing and maintaining school health policies and procedures, recommending modifications of school programs to address a health deficiency, and assisting teachers in the development of health education plans.	CSN consistently participates in the development and maintenance of school health policies and procedures, recommends modifications of school programs as needed and assists teachers in the development in of health education plans.	The CSN usually participates in the development and maintenance of school health policies and procedures, recommends modifications of school programs as needed, and assists teachers in the development of health education plans when asked.	The CSN fails to assist in any of the following areas when asked: policy and procedure development and maintenance, modification of school health programs for students, and/or development of health education plans.
<b>Office Climate</b>	Consistently maintains a safe, professional and supportive climate where confidentiality is achieved. An atmosphere of mutual caring and respect is evident.  CSN holds students consistently accountable for behavioral and learning expectations.	Maintains a comfortable and safe office climate where confidentiality is achieved.  Nurse-student interactions are respectful, positive and appropriate.  Promotes clear behavioral and high learning/achievement expectations for the student	Maintains a comfortable office climate where confidentiality is achieved.  Nurse-student interactions are usually positive and appropriate.  The CSN inconsistently holds students accountable for behavioral and learning expectations.	Does not promote an office climate that is safe and supportive; does not respect confidentiality. Frequently fails to establish rapport and open communication with students. Does not clearly promote behavioral and learning expectations.
<b>Productive Use of Time, Classroom Procedures and Resources</b>	Establishes, prioritizes and complete tasks effectively and efficiently, while demonstrating flexibility in the varied, daily routine. Proficiently arranges room to facilitate safe and effective environment at all times.	Establishes, prioritizes, and completes tasks while being flexible to adapt to varied, daily routines.  Arrange room to facilitate safe and effective environment for most situations.	Manages tasks sufficiently to accomplish goals, and is usually flexible in adapting to the varied, daily demands.  Typically arranges room to facilitate safe and effective environment.	Appears to have no set routine, manages tasks in a haphazard manner and may be inflexible.  Arranges room in an unsafe and ineffective environment.

## DOMAIN FOUR

PROFESSIONAL EXPECTATIONS	Distinguished	Proficient	Basic	Unsatisfactory
<b>Relationship to Staff, Students and Parents</b>	Support and collaboration characterize relationships with others. CSN takes initiative and assumes leadership	Support and cooperation characterize relationships with others.	CSN maintains cordial and cooperative relationships with others to fulfill the duties that the school or district requires.	CSN's relationships with others is negative or self-serving thus failing to fulfill the duties the school or district requires.
<b>Communication/ Public Relations</b>	Provides frequent information to parents and staff, as appropriate, about student health-related issues. Students participate in communication with families. Response to parent or student concerns is handled with great sensitivity.	Provides appropriate information about student health-related issues to parents and staff on a regular basis. CSN is available as needed to respond to student or parent concerns.	Provides information about student health-related issues to parents and staff. CSN responds to student or parent concerns.	Rarely provides vital information about student health related issues to parents and staff. Responds insensitively or inappropriately to student or parent concerns.
<b>Professional Growth</b>	Seeks out opportunities for professional development to enhance instruction or skills. CSN initiates important activities to contribute to the profession, such as mentoring new teachers, writing articles for publication, making presentations, conducting research, writing grants.	Seeks opportunity for professional development thus enhancing instruction or skills. CSN participates actively in school activities or district projects.	Participates in professional activities to enhance instruction or skills when they are convenient. CSN finds limited ways to contribute to school activities or district projects.	Engages in very limited or no professional activities to enhance instruction or skills. CSN makes no effort to contribute to school activities or district projects.
<b>Professional Responsibilities</b>	Demonstrates the highest professional judgment and contributes to developing school and district policies.	Demonstrates the highest professional judgment and follows school and district policies.	Uses appropriate professional judgment and follows school and district policies.	Acts unprofessionally or does not follow school and district policies resulting in some students being ill served.